

Compliance

Murata believes that observing compliance based on legal compliance as well as a high degree of corporate ethics enhances the credibility of stakeholders and is the foundation of growth. At Murata, we strive to raise awareness of compliance among all Group officers and employees through comprehensive observance of our Corporate Ethics Policy and Code of Conduct.

Corporate Ethics Policy and Code of Conduct

Murata established the Corporate Ethics Policy and Code of Conduct in July 2002. This was revised in April 2007 to reflect a CSR perspective, and the Group's officers and employees united in promising to take appropriate actions with respect to stakeholders and society.

This revised Corporate Ethics Policy and Code of Conduct* has been translated from Japanese into English, Chinese, and other local languages and distributed to officers and employees of the Group. It was also revised and tailored to the local laws and social systems in each overseas location. In addition, the company continuously delivers global messages from the top management and conducts job-grade specific training and education to raise awareness on compliance. Furthermore, with regard to the compliance items articulated in the Corporate Ethics Policy and Code of Conduct, the company implements measures to mitigate risks according to the changes in the environment and content of business.

* For more information, please see here.
<https://corporate.murata.com/en-global/csr/governance/compliance>

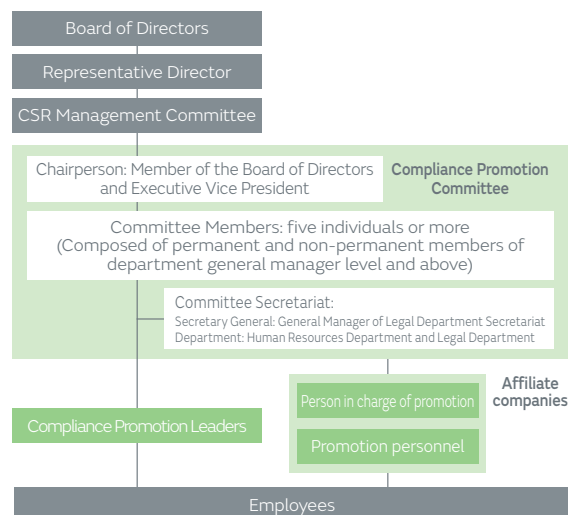
Compliance promotion system

At Murata, we have established a Compliance Promotion Committee, a subordinate body of the CSR Management Committee chaired by the President, which revises the Corporate Ethics Policy and Code of Conduct, formulate and implements awareness-raising activities, and deliberates and makes decisions on the basic direction to be taken in the global promotion of compliance. The matters decided by the Committee are deployed to the entire Group through persons in charge of promoting compliance appointed at affiliated companies in Japan and overseas. In addition, the Compliance Promotion Leaders, assigned at each department, raise awareness and communicate knowledge learned through the Corporate Ethics Policy and Code of Conduct and through e-learning at the compliance-promotion meetings, etc. at their respective departments.

The status of compliance promotion activities and overview and number of reported "whistleblowing" cases are reported to the Board of Directors twice

a year and are also audited annually by the internal audit department to ensure an appropriate level of response.

Compliance promotion system (As of April 1, 2022)



Whistle-blowing system

In order to prevent, early detect, and respond to compliance violations, Murata has introduced a whistle-blowing system within Murata Manufacturing Co., Ltd. and its domestic and overseas affiliated companies. In the event that acts such as corruption which violate or may violate ethics, laws and regulations are discovered, the whistle-blower may report or consult about such acts using their real name or anonymously. In addition to establishing internal hotlines as points of contacts for receiving reports and consultation requests, we have established external hotlines which provide support in local or multiple languages in order to prepare an environment which makes it easier to submit reports and seek consultation.

In the event that a report or consultation is received, the Compliance Promotion Committee, the Chairperson of the Committee, and the Secretariat of the Committee lead the response. Coordinating with relevant departments, they check and investigate the facts and the relevant laws and rules to the extent possible. On that basis, the existence or nonexistence of a compliance violation is recognized and response measures such as correction and recurrence prevention are taken as necessary.

In addition to protecting the anonymity and privacy of whistle-blowers, we take steps to prevent whistle-blowers from being unfairly disadvantaged by their reporting by prohibiting retaliatory actions against whistle-blowers. Feedback on the findings and details are given to the whistle-blowers in an appropriate manner.